

# **ASIS** *The Informer* INTERNATIONAL

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**January, 2021**

## **ASIS Jamaica Chapter**

2021 EXECUTIVE COMMITTEE



**Capt. Garth Gray CPP, PCI, PSP**  
Chapter Chairman



**Carlos Pipher CPP, PCI, PSP**  
Chapter Vice Chairman



**Jason Robinson PSP**  
Chapter Secretary



**Capt. Basil Bewry CPP, PCI, PSP**  
Chapter Treasurer



**Jamaica  
Chapter**

**Global Organization of Security Professionals**

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## Chairman's Message



**ARVP Capt. Garth Gray, CPP, PCI, PSP**

2020 was a challenging yet ironically, very successful year for the Jamaica Chapter. We have yet again demonstrated that even in the worst of times, with the right motivation and mindset we can make Lemon Meringue Pie from lemons; not just Lemonade!

As we enter 2021, with excitement and optimism in the endless possibilities that the new year will bring, we pause to acknowledge the achievements of the Chapter in 2020. Under the astute leadership of Mr. Warren Smith, CPP, PCI, PSP and his dedicated executive and board management committee (BMC), the chapter copped the coveted I.B. Hale Chapter of the Year 2020 Award and thanks to our Webmaster Capt. John Richards CPP, PCI, PSP we also won the Chapter Website of the Year 2020 Award.

We also recognize those who were singled out by ASIS International for their exemplary volunteerism:

- Capt. Basil Bewry, CPP, PCI, PSP – E.J. Criscuoli Jr., CPP Volunteer Leadership Award
- Mr. Wayne Ballen, CPP, PCI, PSP – PCB Regional Award
- Capt. Garth Gray, CPP, PCI, PSP – PCB Regional Award

Our sincere gratitude goes out to the leadership team for running the chapter so very well, while simultaneously magnifying its presence on the global scene.

I am grateful and honoured to be taking the baton from such a successful Chapter administration and look forward to the support of the incoming executive committee of:

- Vice Chair. Mr. Carlos Pipher, CPP, PCI, PSP
- Treasurer Capt. Basil Bewry CPP, PCI, PSP
- Secretary Mr. Jason Robinson, PSP

We equally crave the backing of the incoming BMC:

Our priorities this year will remain aligned with the vision and mission of ASIS International:

**Vision:** Be the recognized leader, advancing security worldwide.

**Mission:** Promote excellence and leadership in the security management profession.

The 2021 Chapter Administration is committed to serving the length and breadth of our membership; to ensure that everyone has a voice and everyone can contribute for mutual benefit. We will carry the membership growth agenda forward; with the goal of attracting and retaining no less than 200 active members for this year. The chapter will be hosting both a CPP and PSP

online review course and encourage more members to take on the challenge of attaining these coveted designations. Look out also, for more exciting and very informative guest speakers at our monthly chapter meetings. These presenters will include some of our very own chapter members, who are subject matter experts in their own right. Be sure to join all our social media platforms including the Chapter's Telegram Group Chat and engage in the conversations on current affairs, trends in the industry and professional opportunities. Make use of all that is available on [asisonline.org](https://asisonline.org), ASIS Connects, as well as our chapter website and newsletter. These resources are exclusively for your benefit, so please utilize them as much as you can.

With every new year, we shed the disappointments of the past, reset ourselves and commit for this year to be better than the one before. In light of the trials of last year, 2021 should be a walk in the park! This year, let us pledge to be the best we can be for ourselves, our families, our colleagues and our profession. A rising tide raises all ships!

## **Reflections from Outgoing 2020 Board Management Committee (BMC) Members**

### **ASIS Foundation Liaison**



***Jason Robinson, PSP***

The ASIS Foundation liaison plays a crucial role in the professional development and growth of the chapter's members. According to ASIS International, the role includes but is not limited to "Acting as the chapter's point of contact for the ASIS Foundation, promoting foundation scholarships and awards to the chapter membership and managing the submission of nomination forms and paper work for foundation scholarships and awards."

Having served as the ASIS Jamaica Chapter Foundation Liaison from August to December 2020, I have found that the role requires having a great sense of motivation with strong leadership qualities capable of seeking out, providing and sharing resources and opportunities to help members in developing themselves professionally. This includes understanding the needs of the members, liaising with internal and external experts and stakeholders, fostering professional relationships internally and externally, bringing members together, succession planning and mentorship.

In recent times, diversity, equity and inclusion (DE&I) have stimulated important

conversations in the global security industry and ASIS International and the Security Industry Association (SIA) have partnered in taking a strategic approach to enhance DE&I. As the foundation liaison, this requires ensuring that every member feels valued and appreciated – no one should be left behind, because we are “stronger together.”

### **Law Enforcement Liaison**



*Leslie Leckie, CPP*

When I was asked to perform the function of Law Enforcement Liaison for year 2020, I saw the request as an opportunity to work with a team of professionals aimed at achieving something rather noteworthy.

As the Law Enforcement Liaison my role was to build and maintain mutually beneficial relationships, facilitating communications and coordinating activities between the Chapter and the Law Enforcement Community, specifically the Jamaica Constabulary Force.

To start the year, a plan was articulated that could bring success to my role and by extension, the Chapter. I started quite

energetically to execute the plan. I was able to reach out to serving members and former Law Enforcement Officers. During our discourses, awareness of the existence of ASIS International as well as our local Chapter was the focal point of discussions.

The promised benefits of becoming a member of ASIS and of an international community of security professionals seemed to garner much interest and I envisioned that more members of the Law Enforcement Community will soon join ASIS Jamaica Chapter.

The pandemic affected some activities planned to improve relationships with the Law Enforcement community, however our ties with the Law Enforcement Community will continue to be strengthened as we find new ways to collaborate and communicate with that group.

### **Crisis Management: Plan for the Unknown**



**Vice Chairman. Carlos Pipher, CPP, PCI, PSP**  
**Newsletter Editor.**



Every organization should have a crisis management policy to prepare for the unexpected incident. The term 'incident' may be stated as anything that has the potential to cause business interruption. When the incident cannot be quickly resolved, it escalates into a crisis. Therefore, the crisis becomes the incident that causes a business interruption.

To effectively deal with such an incident, a two phased approach should be developed. The first is the pre- planning stage where a risk assessment and mitigation is done and the latter, a crisis assessment and management planning where an incident resolution is done. The first acts as a foreseeable process to all the risks that an organization may be exposed to and the latter acts as a solution process where the incident becomes a crisis.

#### **The Pre- Planning Stage** (risk assessment and mitigation)

This initial stage is where all the risks are explored, assessed and risk avoidance measures are developed. In order to explore the magnitude of the risks that an organization may be exposed to, there are certain guidelines to follow. The first is to get senior management consensus on all risks that can potentially impact the organization whether internal or external. They should be identified and grouped into either high or low probability risks. Allocate downtime tolerance and assign against each probability, downtime being restricted to three timelines: -less than one business day, 1 to 2 business days and 2 to 7 business days.

High probability risks should have a low impact, if this is not the case an operational solution should be developed and implemented to make the organization more resilient. Management should agree on what business continuity activities should be

prioritized. Focus should be on the top unaddressed risks with the highest impacts in order for them to be expeditiously mitigated.

#### **Crisis Assessment and Management Planning** (Incident Resolution)

Firstly, a crisis management team (CMT) must be formed. Team members should be clear about their roles and responsibilities and also have access to resources. The crisis must be managed either by location and or by business function.

The CMT should be comprised of specialized persons known as the assessors with alternates. Their only mission should be to assess the business interruption impact and provide feedback to the incident management team. The assessors should see, hear and know everything about the organization; therefore, they must possess the expertise in comprehending and assessing the impact to the infrastructure, operation and staff. Assessors are typically selected from HR, Security, Facilities Manager, Engineering and Operations. These individuals may work single handedly or as a group depending on the size of the organization. If work is done as a group, they would typically form the site response team. (SRT) Their functions include: doing an analysis, incident assessment, providing resolutions to incidents, provide recommendations, develop post-incident review in order to provide feedback on the successes and failure of the plan and show how improvements may be made.



Based on the SRT review the CMT should be able to estimate the impact that the crisis will have on the organization and its business activities in general. Their responsibilities should include: providing guidelines to the assessors, receiving recommendations and providing direction and approval and accountability for the direction provided.

Communication is integral to the perception of an organization during a crisis, it should be correct, timely and emanate from a single source. An employee should be designated to lead all communication efforts. This is necessary to ensure that the organization and the public know that they are effective in controlling the crisis.

### **My Philosophy on Training and Development for Industrial Security**



**Maj. Oswald Smiley, Incoming ASIS Foundation Liaison**

It is said that Training and Development (T&D) is one of the most important investment that an institution can invest in their internal stakeholders.

My philosophy on T&D is that enormous value must be placed on properly organized training and development for stakeholders within the Security Industry. Training will allow security officers to acquire new skills while sharpening existing skills to address any gaps that may be identified. Some benefits that can be derived:

- Better performance
- Financial gain
- Motivated team members
- Increased productivity
- High morale

T&D will allow security personnel to be more effective and efficient and also to keep pace with advancement in technology.

Globalization brings a wider range of goods, services, vendors, suppliers, capital, partners and customers within the reach of security providers. However, new risks and threats will be a part of the equation which intimately increases vulnerabilities.

Therefore, globalization makes it necessary for security professionals/ practitioners to consider upgrading their skill set through T&D. It is for this reason that the renowned poet John Donne once wrote, “No man is an island no man stands alone” which has encouraged the strong beliefs I hold in the importance of supporting and empowering each other.

Countries around the world including Jamaica have relied heavily on private security to assist law enforcement in maintaining law and order in various arenas. Security companies should invest in their officers through T&D in order to better prepare them. For example, the towns of Reminderville, Ohio and Sussex, New Jersey, which fired their police officers and hired security personnel in their place. The security officers went on patrols, answered calls for service, took report and made arrest. (ASIS International (2003): *Protection of Assets Security-Management p 181*) They were obviously trained and prepared to act as a substitute for public police even though it was short lived.

Therefore, T&D can no longer be seen as a privilege within organizations but as the vehicle for building capacity of the human capital and to manoeuvre current and future challenges. I think that now is the time for the security industry the Private Security Regulation Authority (PSRA) and the JCF to formulate an MOU and initiate the requisite training between the two entities.

### **Women in Security – “Having a seat at any table”**



**Tracey-Anne Chung, WIS Chairperson**

Over the last twenty years we have seen progress in the number of women stepping into executive positions usually held by men. Like fame and wealth, women are no longer static. In fact, this progress, has demonstrated that growth is best achieved by eliminating gender limitations. The security industry is no different, women are today making their mark in leadership and other senior roles and this year you will meet some of them via our newsletter.

There is a good reason to applaud the growing presence of women in every industry. Women are regarded as having (among other things) resilience, taking initiative, displaying high integrity and honesty and driving results.



Today, a fast-growing number of organizations within the security industry are hiring and promoting women in a wider range of roles and it would be remiss to not acknowledge a few of our local pioneers who have paved the way and present a more equipoise version of what a security professional can look like.

This year I look forward to introducing you to a few of our women in security and hearing their stories of breaking through and in many cases moving off that proverbial glass ceiling. Women such as Commodore. Antonette Wemyss-Gorman, Former Deputy Commissioner of Police Jevane Bent and Valerie Juggan-Brown.

Antonette Wemyss-Gorman is the most senior ranking naval and female officer in the Jamaica Defence Force (JDF), who in a previous interview stated *"I didn't join with the idea that I was going to do an office job. I thought, Wow! I can kick doors and do things — that's why I'm joining the JDF"*.

Jevane Bent, the first female Deputy Commissioner of Police to serve the Constabulary Force for over thirty-five (35) years. Valerie Juggan-Brown, with over thirty (30) years of leadership at the Guardsman Group of Companies and the first female Managing Director.

**Choose to Challenge** is the theme of this year in celebration of International Women's Day. As a woman in security, specifically Aviation Security, I challenge you - starting today and continuing through this new year of resilience and diligence to **#choosetochallenge** not just yourself but to inspire, mentor women interested in entering the security industry, feed the curiosity.

The growing presence of women in the security industry is without question a positive trend and definitely something to celebrate.

**"Some leaders are born women."** – *Geraldine Ferraro, first female vice presidential candidate (USA 1984)*

Tracey-Anne Chung, is the Principal Consultant of TC Security Management an integrated consulting agency and a National Aviation Security Instructor.

## Chapter Achievements for 2020

Winners of the I. B. Hale Chapter of the Year Award

Winners of the Chapter Website of the Year Award

Basil Bewry, CPP, PCI, PSP - Winner of the E. J. Criscuoli Jr., CPP Volunteer Leadership Award

Garth Gray, CPP, PCI, PSP - Awarded the PCB Regional Award of Appreciation

Wayne Ballen, CPP, PCI, PSP - Awarded the PCB Regional Award of Appreciation

Leslie Leckie - Earned his Certified Protection Professional (CPP)

Jason Robinson - Earned his Physical Security Professional (PSP)

Otis Fender - Earned his Physical Security Professional (PSP)

Carlos Pipher, CPP, PSP - Earned his Professional Certified Investigator (PCI) designation and became the Jamaica Chapter's 8th Triple Certificant

Largest Chapter in Region 7B

Record Number of Chapter Members - 154

Record Number of New Members-66  
Record Number of Retained Members-88  
Record Number of Female Members-28  
Number of Certifications-57  
Most Number of ASIS Foundation  
Scholarship Recipients-3  
Most number of Chapter Meetings-11  
Best Attended Chapter Meeting-75 persons  
on October 28, 2020  
Best Attended Webinar -122 persons to  
JAPPO Seminar on September 13, 2020  
Most Number of Newsletter Publications-3

### *The Chairman Presents The 2021 BMC*

Capt. Basil Bewry, CPP, PCI, PSP -  
Program Chairperson

Courtney Wallace, CPP, PSP- Membership  
Committee Chairperson

Capt. John Richards, CPP, PCI, PSP-  
Chapter Webmaster

Carlos Pipher, CPP, PCI, PSP - Newsletter  
Editor

Wayne Ballen, CPP, PCI, PSP - Mentorship  
Chairperson

Javan Simpson-Young Professionals Liaison

Tracey-Anne Chung- Women in Security  
Liaison

DSP. Christopher Brown, PCI - Law  
Enforcement Liaison

Vivion Whitelock, JP, PSP - Placement  
Chairperson

Susanne Scarlett, PSP - Legal Chairperson

Michael Jackson, CPP, PCI, PSP-  
Certification Chairperson

Andrew Witham- Sergeant at Arms

Maj. Marlon Kennedy -Military Liaison  
Chairman

Maj. Oswald Smiley, JP- ASIS Foundation  
Liaison

Maj. Andrew Lamb- Council Liaison

**Congratulations!!!**

**Asis Foundation Happenings**

### ***The Jamaica Chapter won the Roy Bordes Award***

The award offers a Grant of  
up to US\$10,000.00 for the  
Chapter to host a two day  
Security/Educational  
Program

# Get Certified...



The Certified Protection Professional (CPP) is considered the "gold standard" for security management professionals. This certification validates your

knowledge in all areas of security management. Eligibility requirements include 5-6 years of security experience and 3 years in responsible charge of a security function

The Associate Protection Professional (APP) designation provides the first "rung" on the security manager's career ladder. It is for those with 1-3 years of

security management experience and measures the professional's knowledge of security management fundamentals, business operations, risk management, and response management.



The Professional Certified Investigator (PCI) certification provides demonstrable proof of an individual's knowledge and

experience in case management, evidence collection, and preparation of reports and testimony to substantiate findings. Requirements include 3-5 years of investigations experience, with at least two years in case management.

The Physical Security Professional (PSP) demonstrates your knowledge in physical security assessments,

application, design, and integration of physical security systems, and implementation of security measures. Eligibility requirements include 3-5 years of experience in the physical security field.



# And Stand Out